

# LMS in the Identification of a Prepared Workforce

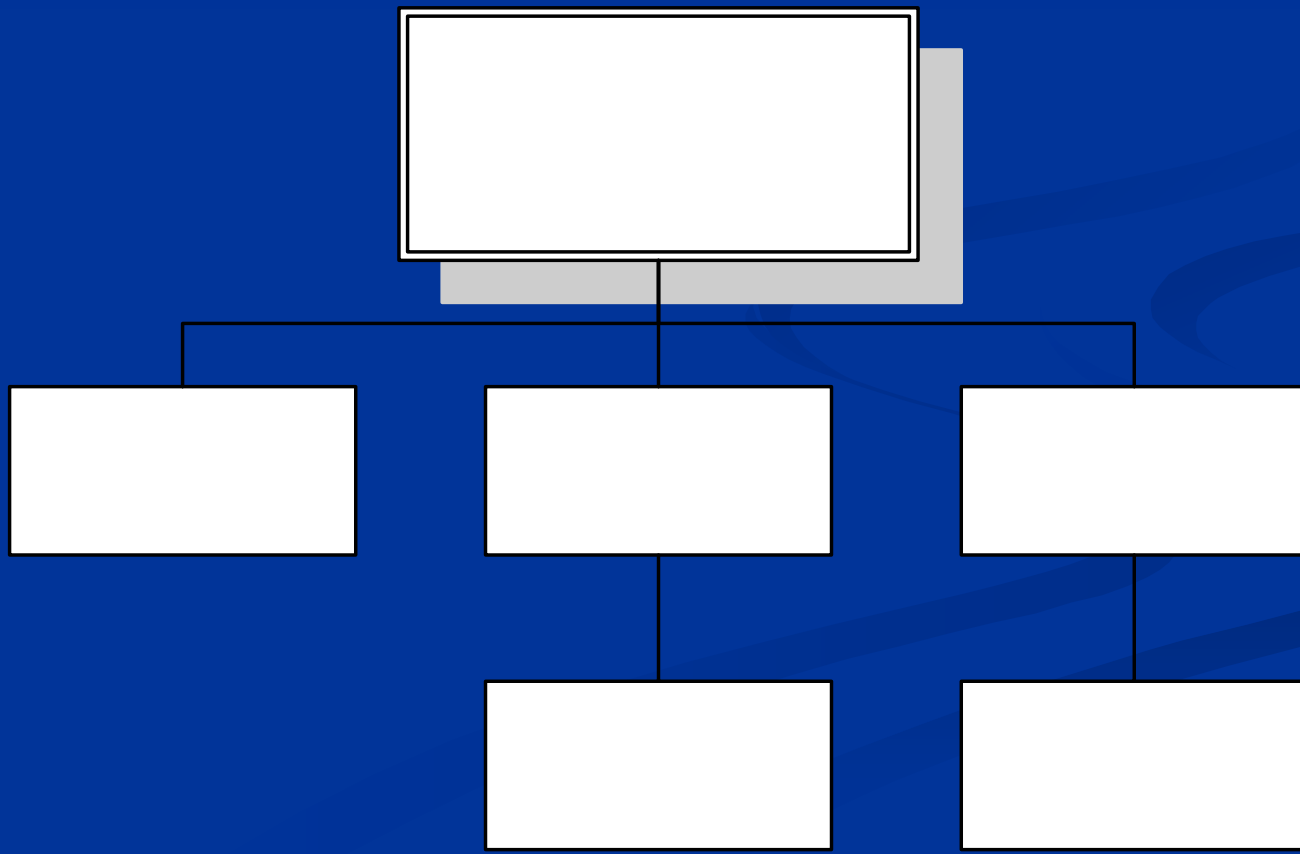
Freddy Guime  
University of Illinois at Chicago  
School of Public Health  
Center for the Advancement of Distance Education

# Reason to Acquire LMS

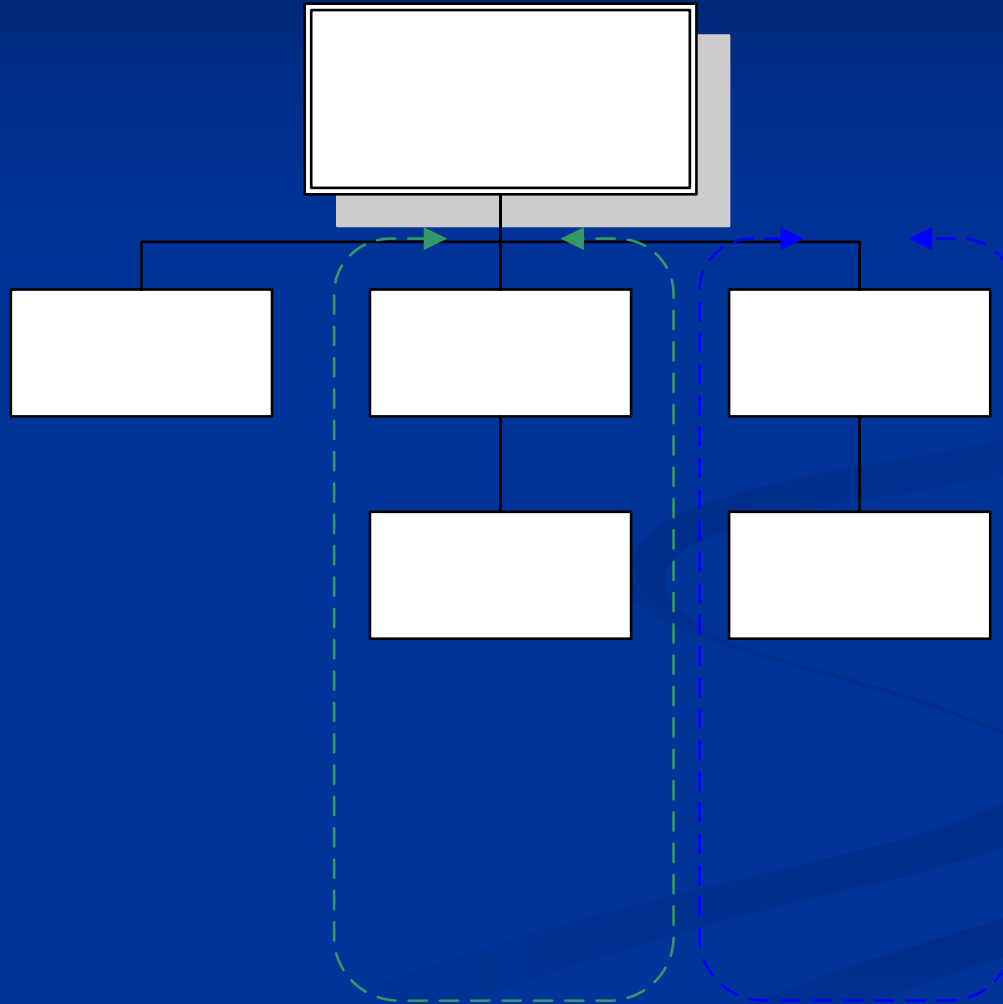
- “Focus Area G”
  - Identification of gaps in training
  - Collaboration with SPH
  - Training Plans

# Organizational Silos

- Training for Trainers
- HAN for public health workforce



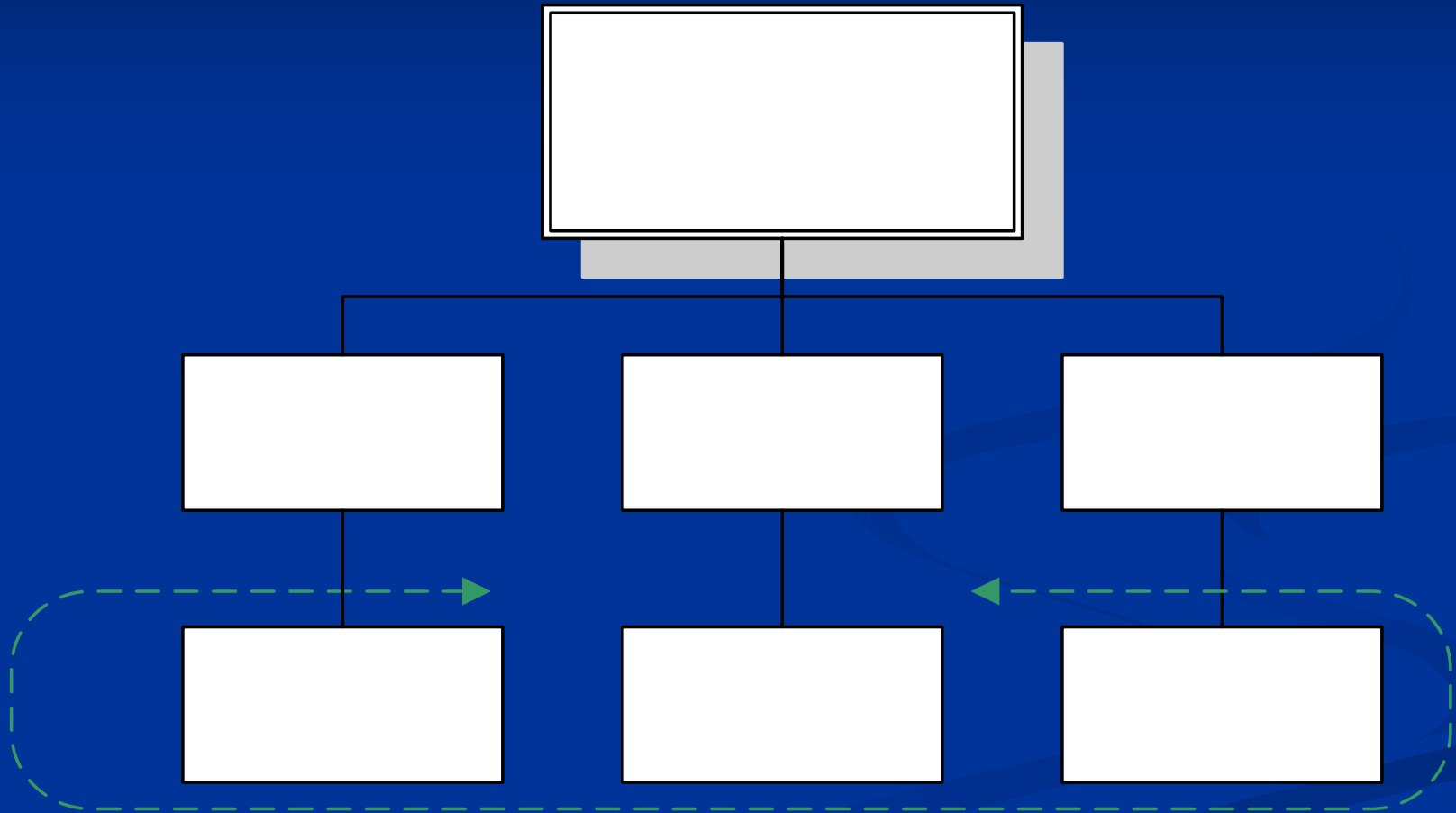
# Organizational Silos



# Organizational Silos

- Duplicates Data
- Isolates information
- Create sub-standard approaches to complete goals/objectives

# Focusing on Process



# Benefits

- Where does my “Public health worker” need to be in the end?
  - Registered in HAN
  - Have access to NEDSS
  - Be Assessed, and Trained
  - Assigned an Incident Command Role
  - Be identified as IC in the HAN
  - And others...

# Benefits

- Ask the HAN: “Identify public health leaders that have been training in Smallpox, and assign them to the Incident Commander post”



# What does an LMS has to offer

- Assess and identify learning needs for public health workers
- Determine who is fit for a role
- Determine experience
- Identify workers that are confident in certain competencies.
- Assign these workers to an emergency/response plan

# How can the LMS Integrate with other Systems?

- Draft the process from worker Identification to Emergency Response Assignment
  - Where are workers being entered (Avoid Duplication)?

# How can the LMS Integrate with other Systems?

- LMS Must be Customizable/Extensible
  - Access to Source?
  - XML Web service Integration
  - ODBC/Data Access
  - Custom Modules

# How can the LMS Integrate with other Systems?

- How do you want to integrate?
  - Integration Partners
  - “Meet-in-the-middle”
  - In-source

# How can the LMS Integrate with other Systems?

- Define your Integration Objectives
  - Set Metrics for success
    - 80% HAN users in LMS
    - Produce Emergency Plan with Current Personnel
    - Run queries on the HAN about users trained in particular competencies.

# How can the LMS Integrate with other Systems?

- Consider your current Data
  - Dump/Migrate?
    - Tied to HAN?
    - Re-assign usernames/password to LMS and HAN users?
    - Bridge both usernames/passwords?

# How can the LMS Integrate with other Systems?

- Integrate!
  - Be flexible for changes
  - Budget for unknowns
- Pilot
- Deploy

# Finishing Integration

- Create a maintenance plan
- Compare your metrics



# Conclusion

- LMS should not be isolated
  - Beyond integration
  - Part of a solution to a “process”
  - “how do we prepare and deploy our workforce?”

# After today

- Visit  
[www.uic.edu/sph/prepare/phn2005/presentation.doc](http://www.uic.edu/sph/prepare/phn2005/presentation.doc)
- Convince IT, Trainers, Managers to focus on “process” not on “function”
- Think about your organizational process for workers
  - Is there any?
- Create your implementation plan
- Be prepared!
- Pat yourself on the back!
  - Definable, executable, reliable and repeatable emergency preparedness plan

**Thank You!**